

# Comparisons of Job Characteristics

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 93

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Customer and Personal Service	11.3	17.8	16.0	<	Expanded education and/or training may be required
Clerical	7.3	16.7	13.3	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	16.0	18.7	>	Current knowledge level is likely sufficient
Administration and Management	8.4	12.2	12.1	0	Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 96

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Reading Comprehension	10.7	13.3	13.8	0	Current skill level may be sufficient
Active Listening	11.0	12.5	13.7	0	Current skill level may be sufficient
Writing	9.2	10.5	12.0	>	Skill level is likely sufficient
Service Orientation	7.9	9.0	10.8	>	Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 98

Focus Occupation: Human Resources Specialists (13-1071)

Associated Occupation: Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Comprehension	12.5	14.1	14.9	0	Current ability level may be sufficient
Oral Expression	12.4	14.0	14.8	0	Current ability level may be sufficient
Written Comprehension	11.0	12.3	13.4	0	Current ability level may be sufficient
Near Vision	11.1	11.5	11.8	0	Current ability level may be sufficient
Written Expression	9.8	11.1	12.9	>	Current ability level is likely sufficient
Speech Clarity	10.2	10.7	13.0	>	Current ability level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 85

Focus Occupation: Human Resources Specialists (13-1071)

Associated Occupation: Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

Work Activities	Exclusivity of Activity
Evaluate qualifications or eligibility of applicant for employment	84
Explain rules, policies or regulations	48
Fill out business or government forms	42
Maintain file of job openings	82
Maintain job descriptions	78
Maintain records, reports, or files	5
Obtain information from individuals	24
Provide customer service	14
Publicize job openings	84
Select applicants meeting qualifications	85
Use computers to enter, access or retrieve data	3
Use information from previous employers to determine applicant acceptability	99
Use interviewing procedures	23

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 78

**Focus Occupation: Human Resources Specialists (13-1071)****Associated Occupation: Human Resources Assistants, Except Payroll and Timekeeping (43-4161)**

<b>Tools and Technologies</b>	<b>Exclusivity</b>
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.